

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS**

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**CITY PROPOSAL TO CEO – HOUSEKEEPING**

City Proposed Language:

**ARTICLE 19 DISABILITY LEAVE****19.1 Disability Leave Supplement**

Disability Leave Supplement (DLS) was the benefit provided pursuant to this Article, which, when added to Worker's Compensation Temporary Disability (WCTD), resulted in providing employees 85% of their regular base salary. Effective July 7, 2013, employees shall were no longer be-eligible to receive DLS.

**19.2 Termination of Disability Leave**

An employee who is unable to return to full time regular duty following the expiration of any and all leave (–and the integration of Sick Leave as provided in Article 18.1.2.3), including the intergration of accrued vacation, compensatory time off, and Sick Leave as provided in Article 19.3, with Workers' Compensation may be separated from City service. In making this determination, the City shall consider the employee's anticipated date of return to work and the operational impact of the extended absence.

**19.3 Integration**

Effective July 7, 2013, the integration of an employee's available leave will occur in the following order: (1) accrued Vacation hours, (2) earned Compensatory Time once Vacation has been exhausted, and (3) accrued Sick Leave once Vacation and Compensatory Time have both been exhausted.

- In no event shall an employee receive an amount, including any Workers' Compensation Temporary Disability payments, in excess of the employee's regular base salary.